



# York Catholic District School Board

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Monday, May 27, 2019

Dear York Catholic District School Board Employees,

As you have undoubtedly heard in the media over the past months, there have been changes to education funding which have led to staffing challenges throughout the province. We realize that this ever changing information leads to much uncertainty and concern for our employees.

This letter is intended to help shed some understanding of the impact of the Ministry changes on our York Catholic District School Board employees.

Given the Ministry funding we have received, our Multi-Year Financial Recovery Plan and enrolment pressure, we will need to overcome an operating budget deficit of approximately \$7.7 million as we plan for the 2019-2020 school year.

In recent years, we have been able to avoid redundancy through attrition (retirements). This year, due to changes in Ministry funding, attrition is no longer sufficient to absorb the loss in teaching positions related to decline in enrolment. Our senior team has been working to be transparent while trying to minimize any such redundancies, as we understand how this impacts our staff and community. Sadly, it will be necessary for us to make some redundancy declarations.

Most declarations for school based redundancies will occur prior to the end of this week, and will take effect as of September 2019. In working to support any staff who are declared redundant, information meetings will be scheduled to assist and respond to any questions.

It is anticipated that positions will also be reduced at the CEC in order for us to reach a deficit position that is compliant with the Ministry's requirement. A series of budget meetings are being held where all budget reduction measures, including staffing, will be discussed. As some of the budget decisions are not finalized until end of June, Managers and Senior Administrators will be speaking to their department staff over the next few weeks regarding changes to their departments. Where possible, positions will be reduced through vacancies or attrition before any redundancy.

It is with heartfelt sentiments that I send you this letter today. Please know my team and I have spent many long hours analyzing and reviewing our Board's budget position. We realize this is a difficult time for our system and staff, as we pride ourselves on our staff and the work that you do every day. We remain committed to ensuring that all staff are kept informed. I continue to count on all of our employees to ensure that York Catholic District School Board's long standing success in achieving excellence in student achievement and well-being will continue to be supported.

Yours in Catholic Education,

A handwritten signature in blue ink, appearing to read "A. Falconi".

Ab Falconi  
Director of Education